Generative Questions

(Adapted from Jackie Stavros & Cheri Torres, Conversations Worth Having: Using Appreciative Inquiry to Fuel Productive and Meaningful Engagement, 2018 by Berrett-Koehler Publishers: Click Here to Order)

- **Make room for diverse and different perspectives**: How do you see it? When are customers most satisfied?

- **Surface new information and knowledge**: How did they manage this process at your previous plant? What was your experience like? What worked for you?

- **Stimulate creativity and innovation**: What might be possible if we merge marketing and development?

- **Focus on the best of what is and what might be**: Tell me a time when communication worked really well. What are parents of healthier children doing? How would we know if we had exceptional communication across the organization?

- **Inform what you might do, the results you might want from each perspective**: What can we do that allows you the care and me my peace of mind? What has to happen for you to be onboard?

- **Deepen connections – engages those on the side lines**: How do you see it? What is important to you about this project?

- **Generate understanding and strengthen relationships**: Can you say more about what you are thinking? Help me understand your perspective? Are you saying . . . ?

- **Allow strengths to show up**: How might each of you contribute to the success of this venture? To classroom? To this project? To this gathering?

- **Make wishes come true**: What are three wishes you have to make this place a more engaging work environment?

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